Content Analysis Domains	MEPS-IC	El	HIS
	Page	Section	Page
COMPANY SIZE/# EMPLOYEES			
Company overall/Firm			
# of locations		А	2
# of employees nationwide	5	А	2-3
# of employees in state		А	3
Company at this location/Establishment			
# active employees		А	4
# permanent/temporary employees			6-7
	5, not sure if this is location		
# union members	only or all?	А	8
	5, not sure if this is location		
# company retirees 65 or over	only or all?	A	9
INSURANCE COVERAGE			0.40, 0.4.4
Does employer provide insurance?	1		A12-A14
Does company make available or contribute to the cost of any health insurance plans for employees or retirees?	1	Δ	I-40
Years company provided/contributed to health insurance	1		10
Company ever denied coverage?			10
Employee Eligibility:			
Waiting period for new employees (length of period)	4		10-11
Hours for insurance eligibility?			11
Number employees eligible for insurance Full Time/Part Time	5	А	12-13
Temporary or Seasonal Employee eligibility	5	Δ	12-13
Retiree eligibility (other than through COBRA)			12-13
, constant and angle of the second and an engineering	5		13
How Insurance Purchased:			
Is insurance purchased through alliance/associations	2		14
Features of cooperative/alliance		Α	15
Does company or employees select plans?			
Did company consult agent or broker to evaluate benefits?		А	15
Did broker give information on plans not associated			10
with cooperative/ alliance?			15
Premium quotes outside of cooperative/alliance		A	16-17
Plans offered to employees at this location:	1.6	Α.	04.60
Number of plans offered to employees	Inferred		21-23
Plan choice same as last year?			24 24
All plans administered by same company?  Plan administrator requires only its plans be offered?			24 25
Plan enrollment:		<del>- ^</del>	20

Content Analysis Domains	MEPS-IC	El	HIS
	Page	Section	Page
Month plan year begins	2	Α	25
Open enrollment period		Α	25-26
Enrollments in all plans		Α	26-30
Cost:			
Annual cost of coverage for all hospital/physician plans offered at this location	4		
Employer contribution policy for health insurance		Α	31
Amount company spent for insurance in most recent year		Α	32-35
Percent employer contributions to retirees' premiums		Α	35
Increase or decrease in cost from last year		Α	36
Plan Selection Decisions:			
Who makes decisions			36-37
Performance measures			37
Evaluation materials to employees	,	Α	38

<b>Content Analysis Domains</b>	MEPS-IC	E	HIS
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SPECIFIC PLAN INFORMATION; Asked for each plan		С	1-53
Type of plan			
Name of plan	2	С	15-18
Name of insurance carrier	2		15-18
Type of insurance plan	2		3-7
Self or fully insured	2	С	14-18
If self-insured plan:			
Self-administered or administered by third party?	2		
Stop loss policy?	2		19
Type and amount of stop loss			19-21
Number of enrollees covered by stop loss			21
Enrollees in plan	3	С	
# enrollees excluding dependents	3		
# active employees enrolled	3		8
# former employees enrolled through COBRA # retirees enrolled	3		9 10
# retirees enfoiled # enrollees with single coverage	3	X	
Premiums and Employer/Employee Contributions:	3	^	
For self-insured plan:			
COBRA premiums: single and family of four	2	С	32-34
, , , , , , , , , , , , , , , , , , , ,		Ŭ	02 04
During most recent reporting period, actual paid			05.00
claims, administrative costs, stop loss costs	2		35-36
Total number of enrollments			36 36-37
Premium equivalent calculated?			30-37
For fully insured plans and self-insured plans with			
premium equivalent:			
Premium/premium equivalent for <b>employee-only</b>			
coverage employer contribution;	3	С	38-41
employee contribution for employee only coverage	3		
Premium/premium equivalent for family coverage			
employer contribution	3	С	42-46
employee contribution for family coverage	3		
Is premium/premium equivalent same for retirees 65+	3	С	41
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Did premiums differ by:			
age	3	С	40
sex	3		40
number of persons (within family coverage)	3	С	42
wage or salary levels	3		
other	3		
Did amount of employee contribution differ by:			
employee categories (e.g., full-time, part-time,retiree)	3		
age			40
wage or salary levels		С	40

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Plan Administrator		С	22
Insurance plan benefits:			
·			
Require primary care physician <b>referral</b> to specialist	2		6?
Exclusion for <b>pre-existing conditions</b> ?	4	C	22-23
Did exclusion for pre-existing conditions happen in			
[year of survey]	4		23
Waiting period for pre-existing conditions	4	C	23
Deductibles Translation in the state of the			04.0=
Total individual and family annual deductible	3	C	24-27
Deductible for physican care (answer this and hospita	al		
care if not answered total annual deductible)	3	С	24
Deductible for hospital care	3	С	24/27
Family deductible met if a number of individuals met			
their individual deductibles	3		
Coinsurance/copayments		С	28-31
Enrollee cost for an overnight hospital stay (\$ or %)	3	С	30-31
Enrollee cost for an office visit (\$ or %)	3	С	28
Annual individual out-of-pocket limit	4	С	31-32
Annual family out-of-pocket limit	4		
Annual maximum plan would pay for individual; lifetim			
and one year?	3		
Any enrollee receive a direct subsidy or contribution			
(e.g., from a union or government)?	2		
Premium includes life insurance	3		
Premium includes disability insurance	3		
Services included in plan:			
100% well-baby care	4		
Adult immunizations	4		
Adult routine physical exams	4		
Alcohol/substance abuse treatment	4		
Child immunizations	4		
Chiropractic care	4		
Home health care	4		
Inpatient hospital stays		С	7
Inpatient mental illness	4		
Nursing home care	4		
Mental health		C	7
Office visits for prenatal care	4		
Orthodontic care	4	C	7
Other non-physician providers	4		
Outpatient mental illness	4		
Outpatient prescriptions	4		7
Physician services			7
Routine dental care	4	C	7
Routine mammograms	4		

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Routine pap smears	4		
Vision care		С	7
Well child-care, 1-4 years	4		
Well-baby care, under 1 year	4		
Offer optional coverage at additional premium:	4		
dental	4		
vision	4		
prescription drugs	4		
long-term care	4		
Total amount paid for these services	4		
<b>'</b>			
Contract specifications			
For employers with fewer than 50 employees (in			
state):			
Guaranteed renewal of contract		С	47
Minimum employer contribution?			47
Minimum percent of employees must enroll?			47
Employees report prior history			48
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For self-insured plans:			
Contract directly with physician groups or hospitals		С	48
Carve outs			48
How single service and general plans are "packaged":		С	52-53
Dian still effered in subsequent year?	4		
Plan still offered in subsequent year?	4		
Plan replaced?			
If replaced, for replacement plan, what were:	4		
Single enrollment	4		
Family enrollment	4		
Single premium	4		
Family premium	4		
For companies that have pooled purchasing arrangement, is T	HIS nlan:		
Purchased through cooperative/alliance?	ilio piali.	С	1
Purchased through a business coalition?	-	C	
Purchased through a MEWA or MET?	2	C	
r urchaseu unough a MEVVA UI MET!		C	
Sponsored by trade or professional association	asked of all; 2	С	2
name, name of insurance representative, address of	asitod of all, Z		
trade or professional association	2		
Sponsored by a union?	asked of all; 2	С	2
name, local number, name of insurance			
representative, address of union	2		

Page   Section   Page   Pag	Content Analysis Domains	MEPS-IC	El	HIS
Length company in business   5		Page	Section	Page
Industry	ESTABLISHMENT AND EMPLOYEE CHARACTERISTICS			
Ownership type	Length company in business	5	D	1
For profit vs. non-profit   Number of employees on payroll   5	Industry	5	D	2-6
Number of employees on payroll full-time	Ownership type			
full-time part-time temporary/seasonal employees         5         X           Number of full- and part-time employees added to payroll in prior year         D 8           Number of permanent employees removed from payroll in past year         D 8-9           Distribution of hours permanent employees work         D 9           Number of hours/week must work to be full-time         5           Age distribution for permanent employees         D 10           Number of employees over 50         5           Percent of permanent female employees         (# of women)         D 11           Number of wage vs salary workers         D 11         11           Wage distribution for hourly workers         5         D 12           Earnings distribution for salaried workers         5         D 12           Gross amount of payroll         D 15         D 15           Number of labor hours included in payroll         D 15         D 16           Total sick days during most recent fiscal year         D 16         D 16           Fringe benefits offered           Paid vacation         5         D 16           Paid sick leave         5         D 16           Life insurance         5         D 15           Disability insurance         5         D 15	For profit vs. non-profit			
part-time temporary/seasonal employees Number of full- and part-time employees added to payroll in prior year Number of permanent employees removed from payroll in past year D 8 Number of permanent employees work Number of hours/week must work to be full-time Age distribution for permanent employees Number of employees over 50 Percent of permanent female employees Number of wage vs salary workers Wage distribution for hourly workers Earnings distribution for salaried workers Gross amount of payroll Number of labor hours included in payroll Total sick days during most recent fiscal year  Fringe benefits offered Paid vacation Paid sick leave Life insurance Disability insurance Retirement/pension plans MSAs Flexible spending accounts Cafeteria plan  Eligible/Enrolled by Plan Total number of employees eligible full-time part-time temporary/seasonal employees For a part-time temporary/seasonal employees For a part-time	Number of employees on payroll			7
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Number of wage vs salary workers   D   11	Number of employees over 50	5		
Wage distribution for hourly workers         5         D         12           Earnings distribution for salaried workers         D         13-14           Gross amount of payroll         D         15           Number of labor hours included in payroll         D         15           Total sick days during most recent fiscal year         D         16           Fringe benefits offered           Paid vacation         5	Percent of permanent female employees	(# of women)		
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Paid vacation         5           Paid sick leave         5           Life insurance         5           Disability insurance         5           Retirement/pension plans         5           MSAs         5           Flexible spending accounts         5           Cafeteria plan         5           Eligible/Enrolled by Plan         5           Total number of employees eligible         5         C           full-time         5           part-time         5         5           temporary/seasonal employees         5         C           Total number of employees enrolled         5         C           full-time         5         C           part-time         5         5	Total sick days during most recent fiscal year		D	16
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Paid sick leave       5         Life insurance       5         Disability insurance       5         Retirement/pension plans       5         MSAs       5         Flexible spending accounts       5         Cafeteria plan       5         Eligible/Enrolled by Plan       5         Total number of employees eligible       5       C         full-time       5         part-time       5       C         temporary/seasonal employees       5       C         Total number of employees enrolled       5       C         full-time       5       C         part-time       5       C		5		
Life insurance       5         Disability insurance       5         Retirement/pension plans       5         MSAs       5         Flexible spending accounts       5         Cafeteria plan       5         Eligible/Enrolled by Plan       5         Total number of employees eligible       5       C         full-time       5         part-time       5       5         temporary/seasonal employees       5       C         Total number of employees enrolled       5       C         full-time       5       C         part-time       5       C				
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part-time 5	· · ·			
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FIRMS THAT DO NOT OFFER HEALTH INSURANCE			
Alternative company health care expense assistance:			
Payment for insurance under spouse's plan		В	1
Voucher or money to purchase health insurance	6	В	
used for health insurance/health care only	6		•
average per employee value of voucher	6		
Direct payment of medical bills	6	В	1
Prior insurance purchase:			
Ever denied health insurance?		В	2
Health insurance offered within past two years?		В	2
Health insurance offered since 1991	6		
Year last offered insurance	6		
If no: Company looked into purchasing insurance?		В	2
Premium quote within past two years?		В	3
Type of plan/s for which received quote		В	4
Lowest quote per employee	_	В	4-8